

The Council for Allied Health in North Carolina  
Association Presidents' Meeting  
September 6th, 2006  
9:30 AM – 12:30 PM  
UNC General Administration Building, Chapel Hill

Members, Staff and Consultants:

Judi Ashbaugh - NC Dept. of Health & Human Services, Office of Rural Health & Community Care	Kathryn E. Heilig - <i>Chair</i> , North Carolina Hospital Association
Kathy Baars - Dept. of Public Instruction, Exceptional Children Division, Preschool Disabilities	Timothy Holmes - <i>Allied Health Professional Rep, Group 2</i>
Thomas J. Bacon - <i>Immediate Past Chair</i> ; Director, NC Area Health Education	Joan Kaye - NC Dept. of Health & Human Services, Division of Mental Health, Developmental Disabilities & Substance Abuse Services
Alan Brown - <i>Treasurer</i> ; NC AHEC Program	Karen Luken - <i>Vice Chair</i> , NC Office on Disability and Health
Rebecca Bullock - <i>Allied Health Professional Rep, Group 3</i>	Carolyn Mayo - North Carolina Health Careers Access Program
Amy Crisson - <i>Allied Health Professional Rep, Group 6</i>	Patricia Porter - <i>Government Liaison</i> , UNC Speech & Hearing Sciences
Bill Croft - <i>Allied Health Professional Rep, Group 4</i>	Elizabeth Rogers - Independent Colleges & Universities of NC
Carolyn Cusic - Association of Home and Hospice Care of NC	James Sadler - UNC System Representative
Wayne Foster - <i>Allied Health Professional Rep, Group 2</i> , NC Speech, Hearing and Language Association	Martha Taylor - <i>Allied Health Professional Rep, Group 5</i>
Ned Fowler - <i>Community College Allied Health Programs Rep.</i> , Asheville-Buncombe Tech. Community College	Lee McLean (for Stephen Thomas) - UNC Systems Allied Health Programs Representative
Erin Fraher - Cecil G. Sheps Center for Health Services Research	Lilly Topal - Assistant to the Council
Chastity Glover - NC Association of Health Care Recruiters	Ken Whitehurst - NC Community College System
Diane Groff - <i>Allied Health Professional Rep. Group 1</i> , Dept. of Recreation and Leisure Studies	David E. Yoder - <i>Executive Director</i>

## Guests:

Frances E. Apple - NC Society of Radiologic Technologists	Sarah Lee - South Piedmont Community College, Health Technologies Chair
Tracey Bates - NC Dietetic Association, President	Charissa Lewis - Pitt Community College, Allied Health Dean
Carol Boles - Surry Community College, Allied Health Division	Mary Marks - Mitchell Community College
Allison Bordeaux - Wake AHEC	Brenda Mitchell - UNC Chapel Hill AHEC
Sue Cheng (for Margaret Skulnik) - Durham Technical Community College	Valerie Mueller - Mountain AHEC
Faye Cob (for Peggy Valentine) - Winston-Salem State University, School of Health Sciences	Alisa Nagler - Wake Technical Community College
Terry Cordell - Mountain AHEC	Marge Ottofy - NC Society of Medical Assistants
Sherry Curtiss - NC Speech, Hearing and Language Association, President	Nancy Porter - Gaston College, President of Allied Health CC Deans
Nancy Easterling - Carolinas Chapter of the American Horticultural Association, President	Camille Reese - Mitchell Community College, Director of Nursing
Dawn Grant - Eastern AHEC	Alice Schenall - Area L AHEC
Paula Gribble - Coastal Carolina Community College, Nursing & Allied Health	Linda Smith - Johnston Community College, Healthcare Technology Chair
Beverly Haigler-Daly - NC Society of Cytology, President	Phillip Summers - Cecil G. Sheps for Health Services Research, Graduate Assistant
Nedra Edwards Hines - Northwest AHEC	Amy Vega - Southern Regional AHEC
Lyn Keating - Coastal AHEC	Alexis B. Welch - Lenoir CC, Health Sciences Dean

## I. Welcome & Introductions

1. Members of the Council and guests introduced themselves.
2. Changes to the membership of the Council were noted:
  - o Kimberly Jernigan, head of Community College's Dental Hygiene Program, will join the Council in October as the Community College's representative. Judith Mann will be the back-up representative.
  - o Timothy Holmes is the new Allied Health Professional Representative of Group 2, Rehabilitation Sciences. He is the current Vice-President of the NC Occupational Therapy Association.
  - o Wayne Foster, who was the Allied Health Professional Representative of Group 2, is now the Allied Health Professional Representative to the Council's Executive Committee.
  - o Amy Crisson is the new Allied Health Professional Representative of Group 6,

Medical Sciences. She is a member of the NC Health Information Management Association.

## II. Approval of May 3, 2006 Council Minutes

A motion was made and seconded to approve the May 3rd, 2006 Council minutes. A voice vote was taken. The minutes were approved by voice vote.

## III. Presentations

### 1. **“Sleep Disorders and Their Effect on Physical, Emotional Behavior and the Economy” by Dr. Brad Vaughn, Professor of Neurology & Medical Director, UNC Sleep Disorders Center**

- An excellent description of the physiology of the delicate yet physiologically complex system of sleep.
- Cost of sleep disorders about \$150X109 in the nation; \$1.3X106 in NC
- 15-25% of automobile accidents in NC due to drowsy drivers; may soon exceed figure for DUI accidents
- Main point of presentation: tremendous shortage of accredited sleep centers, accredited physicians and polysomnography technicians to handle present demand (UNC gets 50-80 referrals per week to the Sleep Clinic). In focusing on the allied health workforce issue, the need for polysomnography technicians in NC is critical: 800-1,000 needed as compared to 51 registered technicians.
- Polysomnography technicians must have specific training to obtain the set of skills necessary to perform the labor intensive tasks of a sleep study which measures 27 physiological parameters. The sleep technologist must understand human anatomy, physiology, electrophysiology, electronics, and possess good computer skills. In addition, the technician must understand and appreciate human nature – patients are under stress from conditions imposed by the test and from lack of sleep.
- Turnover Rate – 12-15% turnover rate due to job satisfaction, 3rd shift, overtime. Dr. Vaughn pointed out that at UNC turnover less than 7% attributed to satisfaction with continuing education opportunities provided by weekly training seminars
- Only two accredited Polysomnography Training Programs in state – at Pitt Community College and at Catawba Valley Community College, one certificate program at Sanford Community College
  - 9 programs have submitted application to the Community College System – about one year to obtain approval; difficulty in finding accredited sleep centers to place students for clinical rotation. Donna Neal, chair of Polysomnography and Respiratory Care Program at Pitt Community College, substantiates this point. At Pitt, classes are limited to 14 students because not able to find accredited sleep centers. Contract sleep centers are not interested in taking students and would pose a problem in that there is little consistency among staff to provide supervision.
  - Difficulty in finding faculty – faculty must have at least same level of degree as program, preferably higher. Lee McLean pointed out role of

UNC in training faculty with more advanced degrees for these programs. UNC Charlotte has submitted a proposal for a BS in Respiratory Therapy, but it is unclear whether polysomnography is part of the program. Donna Neal pointed out that Pitt spent \$10,000 in advertising costs for recruiting faculty.

- The State of Maryland may provide helpful insight – has active training programs with an active registry
- Jim Sadler inquired whether there is another role for the Council in this scenario:
  - Yoder mentioned the possibility of polysomnography being included as one of the professions in the 2006 AH Job Vacancy Tracking Report. A survey of sleep centers is now underway by Fraher and her colleagues at the Sheps Center.
  - Yoder asked Bill Croft, who is a member of the board of the NC Sleep Society, to invite the Society to join the Council.
- 2. **“Wake Early College of Health & Sciences” by Alisa Nagler, Dean of Health Sciences at Wake Technical Community College, Raleigh**
  - [Powerpoint handout](#) of this excellent presentation of a specialized version of the early college concept is attached to the minutes. The unique feature of Wake Early College High School (WECHS) is its emphasis on the health and sciences fields because of its location on the Health Sciences Campus which is adjacent to WakeMed. In fact, the students will be able to walk back and forth as the current college students do. WakeMed will take an active part in the program by providing speakers, mentors, paid internships, and the opportunity for students to actually experience relevant working environments.
  - Principle behind Early College concept: “traditional high schools don’t work anymore for all students”. This is not a redesign of the outdated 1959 NC high school model to lower standards but an attempt to provide an alternative to 40% of high school students who do not graduate. Whitehurst pointed out that 30-40 community colleges are involved in this endeavor. The focus is on kids in the middle range (not high achieving students who want to get on a fast track to college). Students entering early college programs are recommended by the middle school where the selection criteria might include: home situation, lack of motivation, lack of role model. There is an attempt to recruit first generation college bound students. There are students with IEPs (Individualized Education Plans) being served at the WECHS. There is a special education teacher and it is believed these students will in fact excel at this school given the non-traditional surroundings and intense student support. It is estimated that only 28% of kids with disabilities finish high school (15% of kids in high school have disabilities; 65% of those are mild disabilities and these should be able to graduate). At Wake Tech, a lottery was used because of the number of applicants (a suspension of more than 10 days disqualified applicant). Whitehurst mentioned AVID program which attempts to accomplish similar goals but with the students housed in traditional high schools.
  - Greatest asset at Wake Early College is student support
    - Academic Advising (PULSE program) – 9 to 12 students meet with a staff or counselor everyday for 45 minutes. The staff member or counselor will

- retain this relationship with the student for 5 years resulting in continuity of support. During this period, academic, social and general needs are discussed.
    - Professional Development for faculty – time is created each day/week for planning for both the high school and college faculty. This is a requirement of the staff.
  - Some logistic problems that needed attention:
    - Bus schedule – transportation is provided; trying to minimize bus ride
    - Lunches – especially for students qualifying for subsidized lunches
    - Waiver of health class requirement from DPI
    - Resistance from college faculty and students – explain importance of goals and invariably agree to become mentors
    - Students are young to be on college campus – are contained as freshmen until become adjusted to new surroundings
    - Are students being locked in too early for career choice? Not necessarily, because can transfer credits to four year institution. Also, have to consider entrance into highly competitive programs – will they be given priority or have to wait after graduation to enter those programs?
    - Financial plans for sustaining program in future – The school is being supported from Governor Easley’s Learn & Earn Initiative. The state-wide funds have been matched by money from the Gates Foundation. Right now, a \$300,000/yr grant for 5 years covers counselors, professional development, and college liaison position. The mechanics to generate revenue are already in place, but it must be recognized that the biggest challenge will be facility needs.

#### IV. Business of the Council: Discussion and Action

##### 1. **Projected Workforce Activities for 2006-07 – Erin Fraher, Alan Brown, David Yoder**

1. Introduction of Phillip Summers – graduate student in Public Health Leadership Program who will be conducting Sleep Center Survey and the Fall 2006 Allied Health Job Vacancy Tracking Report
2. Survey of Sleep Centers – attempt to quantify lack of sleep technologists
3. Release of August 2006 Vacancy Report – there will be a press release, and report will be posted on the website (<http://www.shepscenter.unc.edu/hp/> ). It continues to be a good barometer of AH workforce demand. Newspapers have noticed data and published relevant stories: EMT story in the Raleigh News & Observer and OT story in the Durham Herald Sun
4. NC Health Professions 2005 Data Book – now available at same website. Book is a great source of statistics for 18 licensed health professions; includes county level statistics.
5. Allied Health and Economic Development in NC
  - Governor’s Office Meeting – Yoder and Fraher – proposal to identify AH as driver of economy. Important to forge connections with Governor’s Office, DHHS, Dept. of Labor, Dept. of Commerce

- National Governors' Association Policy Academy - State Sector Strategies: Innovative Workforce Policies to Address Worker and Employer Needs. Fraher and Yoder will participate as members of North Carolina's Allied Health Sector Strategy Team. The team will focus on developing a statewide strategy to address worker and employer needs in the allied health sector of the health care industry.
6. Conference/Symposium in June
- Yoder and Fraher are often invited to attend out of state conferences on allied health workforce issues, and have found that the data produced by Fraher and her colleagues are used as a basis for their cases and the Council as a model example.
  - The Conference envisioned as a day long event at the Friday Center, would highlight several items:
    - Impact of allied health on economy of NC
    - Council as model for rest of nation
    - Provide more visibility for the Council
    - Provided information for all constituents of the Council

## V. Reports

### 1. Council Financial Report and 06-07 Budget – Alan Brown and Tom Bacon

1. Summary by Brown: Council is in the first of two years of Duke Endowment Continuation Grant. The grant is for \$70,000 per year with matching funds from various members and agencies of the Council. Brown reported that the First Year Evaluation Summary is finished and submitted to the Duke Endowment. The Council's expenditures are on track with the budget. As items are added to the budget, such as the June conference and extra marketing, sources of funding must be found. AHEC will cover both these items, however, it is a tight budget compared to the first three years of Duke funding.
2. Permanent Funding Discussion by Bacon: the General Assembly, in the May short session, provided \$1.3 million in non-recurring funds to AHEC. In funding the budget request, the General Assembly specifically mentioned AHEC's initiative to address health workforce shortages in allied health, dentistry, nursing, and pharmacy. Therefore, for this year, Bacon feels confident AHEC can cover cost of workforce vacancy studies and the June conference. Funds can be used to expand clinical faculty capacity for this one year. Notwithstanding, the drawback of one-time funding, it might be easier to obtain permanent funding in that the present award is a precedent when the General Assembly revisits this issue.

### 2. Federal and State Legislative Activity Affecting AH Professions – Pat Porter

1. State
  - Council members are encouraged to review the full approved budget at [www.ncga.state.nc.us](http://www.ncga.state.nc.us) or [www.ncleg.net](http://www.ncleg.net). The review will illustrate the prevalence of one-year funding for many programs. (Example: see funding for AHEC under Joint Conference Committee Report on the Continuation, Expansion and Capital Budgets - June 30, 2006, page 17, item #50).

- Bills passed in the 2006 Session of General Assembly related to allied health:
  - S.L. 2006-144 (HB1301) PT BD. Lic/Strngth BD. Med/Patient Safe Org.  
An act authorizing the North Carolina Board of Physical Therapy Examiners to require licensees to demonstrate continuing competence in the practice of physical therapy, and strengthening the authority of the North Carolina Medical Board to discipline physicians and certain others, and designating information released to patient safety organizations as confidential, and allowing certain groups to practice as professional corporations.
  - Joint Legislative Health Care Oversight Committee Studies called for in the 2006 Session:
    - Section 3.1. The Joint Legislative Health Care Oversight Committee may study the topics listed below and report its findings, together with any recommended legislation, to the 2007 General Assembly upon its convening.
    - Section 3.2. Geriatric Care Providers – The Committee may study methods to increase the number of geriatric care providers in the State
    - Section 3.8. Occupational Therapy Licensure Revisions (H.B. 287) – The Committee may study the amendment of certain laws relating to the North Carolina Occupational Therapy Act
    - Section 3.11. Rural Health Care Access and Needs (H.B. 797) – The Committee may study, in consultation with the Department of Health and Human Services, Office of Research, Demonstrations, and Rural Health Development, the health care needs in rural areas of the State and other health professional shortage areas of the State without inpatient services and with a high percentage of uninsured residents.
  - House Select Committee on Health Care – Medicaid Subcommittee will meet on Tuesday, September 26 at 10:00 am - mark on calendar to review outcome.

2. Federal – No legislative action directly related to allied health field

### 3. **Activities of the Executive Director – David Yoder**

#### 1. Announcements

- Invitation extended by Stephen Thomas to the ribbon cutting ceremony for the new Health Sciences Building (which will house the Laupus Library, the School of Allied Health Sciences, and the School of Nursing) at East Carolina University on Friday, September 22.
- Invitation extended by Lee McLean to Open House for Allied Health Sciences on Saturday, September 30. Everyone is invited to tour the beautiful state-of-the art facilities (laboratories, classrooms) in Bondurant Hall, and enjoy lunch with colleagues and family. As a result of the

generosity of the Dept. of Allied Health Sciences, the Council is delighted to have an office in suite 1100 – please stop by and visit.

- David E. Yoder Symposium – Friday, September 29, 2006. Karen Erickson will be the guest speaker.
2. Summary of activities of the Executive Director for the past year – detailed in report attached to these minutes 3.  
Challenges for 2006-2007
  3. Continue to lobby for recurring Council funding. Work with Bacon and lobbyists.
    - Pursue aggressive marketing strategies to promote the work of the Council
      - Seek news releases related to vacancy report; special AH publication
      - Attend and participate in local, state and national AH Conference
      - Update/redesign Webpage
      - Update AH Professional Booklet and Council flier to reflect current membership (in process)
    - Engage in regular interaction with Community College Systems Administration re: AH program needs.
    - Engage in periodic visits with employer reps to the Council.
    - Continue collaboration with Sheps Center (Erin Fraher et al) regarding AH Vacancy Studies: Faculty in CC and 4 year institutions; designated AH professions (primary focus on new AH professions brought to our attention, e.g., polysomnography and electroneurodiagnostic techs).
    - Sponsor state AH Workforce Conference in May or June. This will be in collaboration with Erin Fraher or the Sheps Center and Alan Brown of the AHEC. The meeting will target major health workforce persons in state government (commerce, labor, HHS), legislators, employers, educators, etc.
    - Continue the routine tasks assigned to the ED position
    - Serve on the Search Committee for new ED – resignation announced to the Executive Committee at retreat in July.

## VI. Round Robin

1. Ken Whitehurst – Community Colleges have funds from the Legislature for purchase of equipment for allied health laboratories – waiting for proposals
2. Dissemination of information about the Council to member associations - Presidents of various associations requested copies of Council flier for distribution at annual conferences. The Council flier will be updated, printed, and mailed to these associations. Requests were made by the NC Recreational Therapy Association (9/23-9/24), the Carolinas Chapter of the American Horticultural Association (9/16-9/17), the NC Dental Hygiene Association Fall Scientific Meeting (9/14/16 in Cherokee,NC) . Others are encouraged to email the Council with their requests.
3. Utilization of Speech Language Pathology Assistants – Sherry Curtiss noted that an ad hoc committee has been formed to look at utilization of SLP assistants in public schools. Also, noted the addition of swallowing to scope of practice.
4. Concern raised by Marge Ottofy on behalf of Glenn Grady of the NC Society of Medical

Assistants over the use of unqualified professionals as medical assistants – discussion of licensure, certification issues, title protection for this profession. Patients are not well informed or knowledgeable enough to be able to distinguish the education/certification of allied health care providers. Nancy Porter mentioned that The Gaston Gazette ran two articles that were very popular with the readership and are precisely related to this discussion.

1. “Who takes care of you? Deciphering the alphabet soup of health care credentials”, Thursday, August 22, 2006
2. “Decoding health’s alphabet soup: What do MOA, PBT and MT mean?”, Thursday, September 5, 2006.

## VII. Announcements

1. The next Council meeting will be November 1, 2006 at the UNC General Administration Building Board Room
2. The 2007 Council Meeting Dates
  - o January 3, 2007
  - o March 7, 2007
  - o May 2, 2007 (Meeting at the Friday Center with Association Presidents)

Meeting adjourned at 12:30 pm.